

**S.C. Program for the Recruitment and Retention of Minority Teachers
(SC-PRRMT)
South Carolina State University**

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is located at South Carolina State University and is housed in the Division of Academic Affairs. The mission of the Program is to increase the pool of minority teachers in the State by making education accessible to non-traditional students (teacher aides, career path changers, and technical college transfer students) and by providing an academic support system to help students meet entry, retention, and exit program requirements. In collaboration with South Carolina State University's School of Education, the program has been authorized to establish and maintain Satellite Teacher Education Program sites in twenty-one geographic areas of the State. SC-PRRMT also administers a Forgivable Loan Program and participates in state, regional, and national teacher recruitment initiatives.

The Program made excellent progress in achieving its objectives for the 2001-2002 fiscal year. Accomplishments include:

- SC-PRRMT has experienced much success in its teacher recruitment initiatives, placing teachers in 54 public schools, in 24 school districts, and in 17 counties of our State.
- SC-PRRMT has graduated 75 teacher aides and technical college transfer students. Ninety-three percent of the program's graduates are teaching in South Carolina's public school classrooms.
- Of the program's total population of graduates, fifty-three (71%) have fulfilled their forgivable loan debts through teaching. Of this number, 96% remain teachers in South Carolina schools with a range of one to four years beyond the teaching requirement.
- During the 2001-2002 academic year, 40 (67%) of the program's 60 forgivable loan recipients achieved honor status by maintaining a G.P.A. of 3.0 or above on a 4.0 scale.

- For the 2001-2002 academic year, 56 (93%) of the program's forgivable loan recipients maintained the program's required G.P.A. of 2.75.
- The program graduated seven students during the 2001-2002 academic year. Three graduated in December 2001, and four graduated in May 2002. All seven (100%) have met certification requirements by passing the Praxis II Specialty examination in their individual fields, and all seven (100%) are teaching in South Carolina public schools. Six (86%) of the program participants graduated with honors.
- All 60 (100%) of the program's forgivable loan recipients are majoring in state-declared subject areas of critical need: Art Ed. -1, Biology Ed. 2, Business Ed.- 2, Early Childhood Ed.-15, Elementary Ed.-22, Industrial Technology Ed.-1, Math Ed., - 2, Music Ed.-1, Special Ed.-14. (2001-2002 List of Critical Need Subject Areas and Schools).
- The Program published a twenty-eight page marketing brochure entitled *Targeting Black Males, Teacher Assistants, and High School Students*. The brochure was distributed to School District Human Resources staff charged with the staff development of teacher assistants.
- The program published a six-paneled marketing pamphlet entitled *Targeting Black Males, Teacher Assistants, High School Seniors, and Transfer Students*. The pamphlet was distributed to teacher assistants in targeted districts of the State and to Human Resources Departments of various South Carolina School Districts.
- During the past academic year, the Director of SC-PRRMT served as a team chair for the Interview Process for the Teaching Fellows Program.
- During the past academic year, the program expanded its services to include Aiken County Schools, Area 4. Eleven students were enrolled in courses at the Wagener Satellite Teacher Education Program site, and the program anticipates additional students at the site for 2002-2003.

The program targets three nontraditional populations in its efforts to achieve its stated goals (teacher aides, career changers, and technical college transfer students):

1. Recruitment of teacher aides through the Satellite Teacher Education Program sites in twenty-one geographic areas of the state; and
2. Working black males and other minorities who have earned a degree or general education credit at one of the State's technical colleges.

The SC-PRRMT Objectives for FY 2001-2002 were:

1. To increase the pool of teachers in the State by targeting teacher aides and technical college transfer students for careers in teaching.
2. To ensure the academic progress of students who are presently teacher aides and technical college transfer students enrolled in classes at the approved Satellite Teacher Education Program sites.
3. To support statewide minority teacher recruitment efforts.
4. To provide a recruitment incentive for future teachers through the administration of a forgivable loan program
5. To conduct research for the purpose of determining overall program effectiveness and the program's impact on participants.

A summary of the main activities and achievements of this project during FY 2001-02 follows.

Teachers Aides. SC-PRRMT, through SCSU, offered 53 courses at its Satellite Teacher Education Programs (STEP) sites. This past academic year, program participants represented ten cities, ten school districts, and four technical colleges. Classes were offered at Cordova, Columbia, Conway, Orangeburg, Marion, Wagner, Kingstree, Walterboro, Winnsboro, and Holly Hill. The Program has placed teachers in 54 schools, in 24 districts, and in 17 counties in the state.

Technical College Transfer Component: SC-PRRMT recruits at all 16 technical colleges to assist in making the transition to the baccalaureate degree easier. The Satellite Teacher Education Program (STEP) is also the conduit for many students to participate in this program.

Career Path Changers. SC PRRMT's focus on non-traditional students makes career path changers an excellent population to pursue for the teaching profession. Like their teacher aids, many career path changers must maintain employment while enrolled in school. The Satellite Teacher Education Program (STEP) is a mechanism for many students to participate in this program.

Academic Intervention. Continuing its formalized Academic Intervention Component, the SC-PRRMT program gives academic support to program participants to assist these students in making the state-required scores on the South Carolina Education Entrance Examination (SC-EEE)/Praxis I, the Principles of Learning and Teaching Exam, and the Specialty Areas of the Praxis II for state teacher certification. Intervention/academic enhancement participants have included teacher aides, transfer students from the technical colleges, and students from the African American Teacher Loan Program, which is administered by SC-PRRMT.

EIA Forgivable Loans. During the 2001-2002 academic year, 60 non-traditional students were awarded forgivable loans. Forty-six non-traditional students were awarded forgivable loans through the EIA Program. The areas of specialization for the recipients included: Biology Education, Business Education, Early Childhood Education, Elementary Education, Music Education, and Special Education totaling \$187,957. Fourteen non-traditional students were awarded loans through the African-American Teacher Loan Program. Their areas of specialization included: Art Education, Biology Education, Business Education, Elementary Education, Industrial Technology Education, Mathematics Education, and Special Education totaling \$68,117.

During the past academic year, 40 of the 62 program participants attained a G.P.A of 3.0 or better on a 4.0 scale. 9 students received Presidential Gold Medallions (3.75-4.00 cumulative GPA), 11 Presidential Silver Medallions (3.50-3.74 cumulative GPA) and 21 Presidential Bronze Medallions (3.00-3.49 cumulative GPA). All of these graduates met state teacher certification requirements and are currently teaching in South Carolina. The SC-PRRMT has in place an academic tracking system, which includes status of teacher certification, for all of its non-traditional students. Since its re-focus on non-traditional students, SC-PRRMT has graduated 75 teacher aides and technical college-transfer students. Ninety-four percent of the Program graduates continue to teach in South Carolina's public school classrooms.

Support of Statewide Teacher Recruitment Efforts

1. To promote statewide minority teacher recruitment, SC-PRRMT was involved in a number of statewide recruitment initiatives. The South Carolina Program for the Recruitment and Retention of Minority Teachers, the State Department of Education,

and South Carolina State University's School of Education were co-sponsors of the 35th Annual Special Education Conference. The conference was held April 12, 2002 at South Carolina State University. Various workshops and speakers provided students and staff with information on numerous subjects surrounding the theme "Accountability: Methods, Strategies, and Assessment. Fifty-three program participants attended the conference.

2. The program conducted a recruitment exhibit for SCSU's Spring Open House College Recruitment Day. Information on the program and teaching careers in South Carolina were distributed to students.
3. Program staff participated in the SCSU Career Development Center's Annual Educator's Day. Assistance was given to district representatives in the placement of graduates for positions in their districts. This year 82 school districts participated.
4. The Program published its *Minority Teacher Recruitment Newsletter* this past summer. The newsletter has a statewide circulation of 13,000.
5. The Program published a twenty-eight page marketing brochure entitled *Targeting Black Males, Teacher Assistants, and High School Students*. The brochure was distributed to School District Human Resources staff charged with the staff development of teacher assistants.
6. The Program published a six-paneled marketing pamphlet entitled *Targeting Black Males, Teacher Assistants, High School Seniors, and Transfer Students*. The pamphlet was distributed to teacher assistants in targeted districts of the State and to Human Resources Departments of various South Carolina School Districts.

Performance Measures/Results

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Appropriations Request for FY 2003-04

The SC-PRRMT requests level funding of \$467,000.00.

Recommendation

The Staff supports the SC-PRRMT request that the Committee on Access & Equity and Student Affairs recommends level funding of \$467,000 for FY 2002-2003, for a total appropriation of \$467,000.

cc: Dr. Mary Cheeseboro

Appendix 1 Budget Details

South Carolina State University SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT)

	Approved Budget 2001-2002	Approved Budget 2002-2003	Appropriation Request 2003-2004	Change
1. Personnel Services				
Salaries	131,352.75	133,945.73	139,303.56	5,357.83
Fringes	34,466.81	32,000.00	33,280.00	1,280.00
Total Personnel	165,819.56	165,945.73	172,583	6,637.83
2. Office Support	3,500.00	3,000.00	3,000.00	0
3. Postage	2,500.00	2,000.00	2,000.00	0
4. Telephone (WATS Line)	2,000.00	2,000.00	2,000.00	0
5. Equipt/Maintenance	3,500.00	1,500.00	1,500.00	0
6. Printing	6,000.00	5,500.00	5,500.00	0
7. Travel	9,500.00	14,000.00	14,000.00	0
9. Other Expenditures				
Promotional Services TV Ads	0	5,000.00	5,000.00	0
Acedemic Support	63,680.00	0	0	0
Scholarships/Loans	180,000.00	218,054.27	226,416.44	8,362.17
Academic Intervention	17,168.50	20,000.00	20,000.00	0
External Evaluation	5,000.00	15,000.00	0	<15,000.00>
Pre-service Teacher Conf.	8,331.94	15,000.00	15,000.00	0
Total Other Expenditures	301,180.44	301,054.27	294,416.44	<6,637.83>
Total Project Appropriations	467,000.00	467,000.00	467,000.00	0